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chapter devoted to Profit Sharing is the least satisfactory in the book. Its superficial character is indicated in the following quotation:

It is usually assumed that the interests of the employer and those of the employee are antagonistic. The introduction of profit sharing could easily prove that this assumption in domestic service is wrong, as it has already made similar proof in other occupations [pp. 246, 247].

There is no apparent recognition of the elements of weakness in a system of profit sharing, nor of any limitation of the industrial field within which the principle can successfully be applied. It is at least possible that its introduction into domestic service would be productive of additional friction rather than harmony; and in the absence of any considerable body of experiments, a far more careful scrutiny of its theoretical possibilities is necessary before its advocacy can be convincing.

The book as a whole, however, will be found of much interest to the general reader as well as to the student of industrial conditions, and has already borne fruit in the stimulation of further collection of data on this subject.

MABEL HURD WILLETT.

DROWNVILLE, R.I.

*Constructive and Preventive Philanthropy.* By JOSEPH LEE. With an introduction by JACOB A. RIIS. New York, The Macmillan Company, 1902. — 242 pp.

*Social Salvation.* By WASHINGTON GLADDEN. Boston and New York, Houghton, Mifflin & Co., 1902. — 240 pp.

What Mr. Lee understands by philanthropy comprehends many things not commonly included under that term, from village improvement societies to national parks; but he disarms criticism on that score by explaining in the first chapter that all these things find their unity in a common object — the fostering of life. He seems to be more interested in public than in private undertakings to that end, and has made his book very largely an account of municipal activities of a sanitary or educational character. For the motive of philanthropy, he says,

has shifted and is shifting, from a motive felt by one class to do good to another class, into a motive that can be entered into by all, which takes as its object, not the helping of one sort of people, but the building up of the better life of the community.

Only the developments of the latter part of the nineteenth century are included in the account, except that one chapter is devoted to the history of the public library movement and the early conditions of factory life at Lowell. The manner in which the scope of the subject is defined is not scientific, but with the aid of the author's explanations it is usually comprehensible, if not justifiable.

Among the topics which one would naturally expect to be treated in a book with this title, there are chapters on Savings and Loan Schemes, Model Tenements, Children's Outings, and Boys' Clubs, and single pages on settlements and the social work of the churches. Three chapters are devoted to playgrounds, and part of another to outdoor gymnasiums. Vacation Schools and Industrial Training are the subjects of two educational chapters, and there is a chapter of disjointed paragraphs on matters which have no apparent connection except that they are supposed to be concerned with adults rather than children.

Mr. Lee has a fondness for figures and exact statement, and rarely indulges in philosophy or theory; but his presentation of facts, statistics, and dates is relieved by frequent flashes of humor. He has not aimed at encyclopædic completeness, but describes typical instances, especially from the experience of Boston, with which he is familiar from his connection with the Massachusetts Civic League. References are given at the head of each chapter. Mr. Riis contributes a characteristic introduction.

Under the title *Social Salvation*, Dr. Gladden has published a course of lectures delivered before the students of the Divinity School of Yale University. This volume is in a sense complementary to the author's *Tools and the Man*, which was made up of lectures delivered at the same place. In the second course of lectures he reviewed the problems of property and industry considered in the first, and discussed such subjects as the care of the poor, the unemployed, the reformation of criminals, social vices, public education, and municipal politics. The treatment is elementary, and of a nature intended to be of practical value to future ministers in their dealings with social problems. Dr. Gladden holds that Christianity cannot be adequately preached or lived without constant reference to social questions; on the other hand, he maintains that reformers lay too much stress upon changing the environment as a remedy for social vices, and too little stress upon the Gospel remedy — invigoration of character. A convenient little bibliography is given at the end of the volume.

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